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PATENT
Atty Docket No. 394448
Express Mail Label No. EL846916991US

COMBINED DECLARATION AND POWER OF ATTORNEY

(ORIGINAL, DESIGN, NATIONAL STAGE OF PCT,
SUPPLEMENTAL, DIVISIONAL, CONTINUATION OR CIP)

As a below named inventor, I hereby declare that:

TYPE OF DECLARATION

This declaration is of the following type:

- ☒ original
- ☐ design
- ☐ supplemental
- ☐ national stage of PCT
- ☐ divisional
- ☐ continuation
- ☐ continuation-in-part
- ☐ provisional

INVENTORSHIP IDENTIFICATION

My residence, post office address and citizenship are as stated below next to my name. I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled:

**SYSTEM FOR ANALYZING RESULTS OF AN EMPLOYEE SURVEY TO
DETERMINE EFFECTIVE AREAS OF ORGANIZATIONAL IMPROVEMENT****SPECIFICATION IDENTIFICATION**

The specification:

- ☐ is attached hereto.
- ☒ was filed on July 10, 2001 as Serial No. 09/901,828, or Express Mail No. _____, if the Serial No. is not yet known and was amended on _____ (if applicable).
- ☐ was described and claimed in PCT International Application No. _____ filed on _____ and as amended on PCT Article 19 on _____ (if any).

**35 USC 119(a)-(d) or 365(a)-(b) PRIORITY CLAIM, IF ANY,
FOR FOREIGN APPLICATIONS**

I hereby claim foreign priority benefits under 35 U.S.C. 119(a)-(d) or 365(b) of any foreign application(s) for patent or inventor's certificate, or 365(a) of any PCT International application which designated at least one country other than the United States of America, listed below and have also identified below, by checking the box, any foreign application for patent or inventor's certificate, or of any PCT international application having a filing date before that of the application on which priority is claimed.

Prior Foreign Application Number(s)	Country	Foreign Filing Date (MM/DD/YYYY)	Priority Not Claimed	Certified Copy Attached?	
				YES	NO

- ☐ Additional foreign application numbers are listed on a supplemental priority data sheet PTO/SB/02B attached hereto.

35 USC 119(e) PRIORITY CLAIM

I hereby claim the benefit under 35 USC 119(e) of any United States provisional application(s) listed below.

Application Number(s)	Filing Date (MM/DD/YYYY)	<input type="checkbox"/> Additional provisional application numbers are listed on a supplemental priority data sheet PTO/SB/02B attached hereto
60/217,158	07/10/2000	

35 USC 120 or 365(c) PRIORITY CLAIM

I hereby claim benefit under 35 U.S.C. 120 of any United States application(s), or 365(b) of any PCT International application designating the United States of America, listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States or PCT International application in the matter provided by the first paragraph of 35 U.S.C. 112, I acknowledge the duty to disclose information which is material to patentability as defined in 37 CFR 1.56 which became available between the filing date of the prior application and the national or PCT International filing date of this application.

U.S. Parent Application or PCT Parent Number	Parent Filing Date (MM/DD/YYYY)	Parent Patent Number (if applicable)

- ☐ Additional U.S. or PCT international application numbers are listed on a supplemental priority data sheet PTO/SB/02B attached hereto.

POWER OF ATTORNEY

As a named inventor, I hereby appoint the following attorney(s) and/or agent(s) to prosecute this application and transact all business in the Patent and Trademark Office connected therewith:

Kenneth D. Goetz, Reg No. 32,696; William A. Rudy, Reg No. 34,916; Peter C. Knops, Reg No. 37,659; James M. Stipek, Reg No. 39,388; Joesph L. Johnson, Reg No. 39,718; Jeffrey B. Williams, Reg No. 43,269; and Robert J. Lambrechts, Reg No. 46,854; all located at 2345 Grand Boulevard, Suite 2800, Kansas City, Missouri 64108, and Michael Byorick, Reg No. 34,131; Dan Cleveland, Jr., Reg No. 36,106; Thomas Swenson, Reg No. 36,696; and Curtis A. Vock, Reg No. 38,356; Neil Arney, Reg. No. 41,589; all located at 4845 Pearl East Circle, Suite 302, Boulder, CO 80301; all of the aforementioned being with the law firm of LATHROP & GAGE L.C.

Address communications to:

Attn: Jeffrey B. Williams
Lathrop & Gage, L.C.
2345 Grand Boulevard
Kansas City, Missouri 64108
816/460-5846

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DECLARATION

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

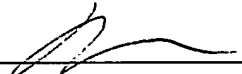
SIGNATURE(S)

Full name of first or sole inventor: Kenneth D. Mackenzie

Residence: 502 Millstone Drive, Lawrence, Kansas 66049

Post Office Address: 502 Millstone Drive, Lawrence, Kansas 66049

Country of Citizenship: United States of America

Inventor's signature:  Date: October 8, 2001